

360° Feedback

Learning as Leadership's Unique 360° Feedback Process

Learning as Leadership (LaL) has developed a unique, customized 360° feedback process to assess individuals and organizations. This in-depth process uncovers an organization's cultural traits and identifies an individual's crucial professional and personal challenges, technical skill gaps and behavioral areas for improvement. Whether aiming to manage performance, develop leaders to their next level or create an organizational culture change, executives and senior leaders of dozens of organizations have found LaL's 360° feedback to be a powerful ally for mapping a path forward and assessing progress along the way.

Unique Collection Process: Personalized Feedback

- Our coaches spend up-front time with you to help you articulate your own self-assessment and determine what information will be most useful for you to discover about yourself.
- We conduct our initial assessment over the phone with 6-8 feedback partners from all aspects of your life.
- Rather than using multiple-choice questionnaires during the interviews, our trained feedback interviewers tailor open-ended questions designed to search for and capture feedback that is specific, clear and most useful to your needs.

Unique Content: Root Cause Analysis

- Beyond simply identifying areas for improvement, we uncover where and how these growth opportunities play out in your life on a daily basis – personally and professionally. We also begin to identify the root causes of these limiting behaviors and skill gaps, and their impact on others, providing you with more leverage to improve.
- We address organizational challenges and team dynamics to help you better understand your role in them.
- We gather feedback on what others see as your developmental needs and growth potential in order to help you clarify your next level as a leader.

Unique Delivery: Empathetic, Direct & Constructive

- Our goal is that you be an active partner in receiving and using the feedback. Rather than simply sending you the compilation of interviews, we synthesize the feedback into key themes, with relevant examples, and then spend 3 or more hours over the phone to help you process what we have learned.
- Our empathetic yet direct debrief supports you in places where you may be particularly sensitive to the feedback, greatly enhancing your understanding and ownership of the content.
- Finally, you and your coach review your learnings to determine practices and action steps that will allow you to most effectively make use of the feedback for your leadership development.

Learning as Leadership's 360° feedback process is available as an integral component of the LaL suite of services or as a stand-alone service.